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ABSTRACT

This document provides information on the current status of teacher supply and demand in Wisconsin. Brief statements are presented on supply sources for teachers (recent graduates, returning teachers, out-of-state transfers and transfers within the state), and on where shortages exist and where the demand is greatest. Further information, displayed in tables, includes: (1) the educational status of education graduates in the elementary and secondary levels; and (2) age data on Wisconsin teachers by sex and subject area. (JD)

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# Supply and Demand of Teachers in Wisconsin

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Wisconsin Department of Public Instruction/Herbert J. Grover, State Superintendent

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## Introduction

This report on the supply and demand of teachers in Wisconsin has been completed at the request of the State Superintendent of Public Instruction.*

Systematic planning, designed to ensure that education in Wisconsin continues to set the standard by which quality programs are measured, requires current information pertaining to the number of prepared teachers available for employment by subject area, the probable number of vacancies in each subject area, and the potential number of teachers available for employment. Current and substantive supply and demand information will be useful to leaders in education so that planning effectively to meet personnel needs, both qualitatively and quantitatively, can be responsibly carried out. In that regard, this publication can serve as a data source that may be of assistance in the formulation of educational policy in the future.

The results of this study provide documentation as to why incumbents leave positions in education and reveal the previous status of people who fill vacant positions. Other information, including demographic and survey data, will augment documentation obtained from Wisconsin school districts and assist in making inferences about the future needs of education personnel. This report is designed to be the first step in developing a mechanism for collecting relevant information pertaining to the supply and demand for teachers in Wisconsin. Collection of data over a number of years should identify trends that can be analyzed and used with other information to make decisions to ensure that Wisconsin children will continue to obtain a quality education.

## Commentary

A national teacher shortage is projected for the near future. With a significant part of the current teacher population nearing retirement, with a "baby boomlet" increasing school enrollments, and with a smaller number of students entering teacher education programs, a teacher shortage seems inevitable.

Although the teacher shortage will affect all states, the Midwest is not a microcosm of the United States. Strong and numerous teacher training programs are in place in Wisconsin and surrounding states and presently produce enough graduates to meet the current demand for teachers. However, this circumstance may change.

The following summary presents a synopsis of the supply and demand information contained in the remainder of this report:

1. Presently, teachers in Wisconsin must be age 62 or older to retire with full retirement benefits. The number of teachers in Wisconsin public schools eligible to retire within the next five years represents approximately 10.9% of the total number of teachers employed at the present time. Of that group, one-third are presently age 62 or older. These teachers will continue to be the largest group leaving the teaching ranks in Wisconsin for the next five years. Assuming that the same ratio of teachers who will reach age 62 in the next 5 years (1:3) continues to teach past age 62 and that all teachers age 62 and over will retire within the next five year period, it is projected that approximately 800 teachers will retire each year for the next five years. During the 1984-85 school year, 856 teachers retired.

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*In this report, unless otherwise indicated, the word "teacher" means a licensed member of the professional staff whose work includes the exercise of any educational function for compensation, in any elementary or secondary school instructing pupils, or administering, directing, or supervising any educational activity.

2. Wisconsin college and university enrollments increased by approximately 3,000 students from 1984 to 1985, an increase of 1.6%. During that period, enrollments in teacher education programs experienced an increase proportional to the total enrollment. The total number of graduates from teacher preparation programs during the 1984-85 school year was approximately 3,200, with 1,027 graduates accepting full-time teaching positions in Wisconsin public schools. Employment in private schools and day care centers and teaching positions in other Wisconsin agencies accounted for approximately 350 graduates.

3. Public school enrollments, on the decline for the previous five years, experienced a net gain for the 1985-86 school year, the first net gain over the six-year period covered in this report (1979-86). This gain was at the elementary level, with the number of students at the secondary level continuing to decline. The projection for the next five years, based on the demographic data presented in this report, is for student enrollments to increase at a slow but steady pace for the next five years.

4. From 1980 through 1985 the 18 to 24 year old population was the fastest declining age group in Wisconsin; however, a corresponding decline in college and university enrollments has not occurred.

5. Approximately 15% of the teachers employed during the 1985-86 school year returned to teaching after having been out of education for one or more years. The publicity surrounding teacher shortages has encouraged many former teachers to once again seek teaching positions.

6. The Wisconsin public school districts reported that 9% of the teachers employed during the 1984-85 school year were from outside the State of Wisconsin, while 9% of the incumbent teachers resigned from their positions to accept teaching positions in another state.

7. From 1980 through 1985 only six subjects were consistently ranked near the top in the list of emergency licenses issued. Emotional disturbance, learning disabilities, early childhood - exceptional educational needs, and English as a second language were ranked in the top 5 in every year of the five years surveyed. Mathematics was included in four of the five years, and English received a ranking in the top five for one year. In each of the five years, the 5 top ranked subject areas accounted for over 50% of the total number of emergency licenses issued.

Because there is never perfect communication concerning the specific staffing needs of districts and available certified teachers, there will always be a "normal" teacher shortage in a limited number of teaching fields and geographic areas. In addition, there has been and will continue to be a significant shortage of teachers in the foreseeable future in the fields of emotional disturbance, learning disabilities, early childhood - exceptional educational needs, English as a second language, mathematics, and English.

Other shortages will be most evident at the secondary level, where districts are in need of teachers with subject-specific certifications and, in many cases, certification in more than one subject area.

It appears that there will be no teacher shortage in Wisconsin within the next five years. There have been, are now, and will continue to be shortages in specific subject areas as identified earlier. The task may become one of providing guidance to aspiring teachers to ensure that they obtain the proper credentials to meet the needs of school districts in Wisconsin.

While many variables may affect the Wisconsin condition with regard to the supply of teachers, two in particular deserve mention. One of the factors that is subject to change and which could negatively alter the rather favorable five-year teacher supply projections for Wisconsin is the out-migration of teachers from Wisconsin. States currently experiencing a teacher shortage are beginning to recruit

Wisconsin teachers; however, the impact of this activity is yet to be determined. Another such factor is the in-migration of teachers to Wisconsin. While approximately 9% of teachers employed in Wisconsin in 1985 came from out of state, historically this percentage has been much higher. Today, approximately 30% of the teachers presently employed in Wisconsin were prepared elsewhere.

## Supply

Survey results compiled from participating Wisconsin school districts (with over 98% reporting) indicate that of the teachers hired for the 1985-86 school year, 39% moved from one Wisconsin district to another, 8% accepted a different position in the district in which they were employed the previous year, 31% accepted their first teaching position, and 13% returned to teaching after having left the profession for a period of one or more years. Educators hired from out of state comprised 9% of the total teachers hired during this time period (see Table 1).

**TABLE 1**
**Source of the Teacher Supply**
**(in percents)**

| | |
|---|---|
| Staff Within District | 8.0 |
| Wisconsin Graduate - 1st Teaching Job | 30.9 |
| Teacher from Another Wisconsin District | 39.0 |
| Teacher Returning to Education | 12.7 |
| Teacher from Out of State District | 6.3 |
| Out of State Graduate - 1st Teaching Job | 1.1 |
| Out of State - Returning to Teaching | 1.5 |

*Source: Department of Public Instruction, "Summary of District Vacancies Filled," (PI 1627) 1985*

### Recent Graduates

The public and private colleges and universities in Wisconsin graduated approximately 3,200 persons with education degrees during the 1984-85 school year. Of those graduates, 1,027 accepted first-year full-time teaching positions in Wisconsin public schools accounting for 29% of the vacant positions filled for the 1985-86 school year. Less than 1/3 of the total number of graduates accepted full-time teaching positions in Wisconsin public schools.

### Teachers Returning to Education

Approximately 13% (see Table 1) of the total number of teachers employed during the 1985-86 school year were licensed teachers who had been out of teaching for one or more years.

### Out-of-State Teachers

Wisconsin public school districts reported that 9% of the total number of teachers hired for the 1984-85 school year were from states other than Wisconsin. Of these teachers, 6.3% were teaching in another state the previous year, 1.5% relocated in Wisconsin and resumed their teaching career after not teaching for one or more years, and 1.1% of the 9% were recent out of state graduates from teacher preparation programs.

### Transfers Within Wisconsin Districts

Teachers who left one Wisconsin district or private school to teach in another Wisconsin district comprise the largest percentage of the total number of people hired during the 1985-86 school year. Of the total number of teachers hired, 39% fall within this category.

## Demand

### Number of Teachers Employed

The number of teachers employed by the school districts of Wisconsin has shown a slight increase for the past three years, reversing the trend of the previous three years when the number of elementary and secondary teachers was declining. The first increase in staff at the secondary level in the past six years occurred in the 1985-86 school year. (See TABLE 2)

**TABLE 2**
**Public School District Staffing from 1979-80 through 1985-86**

| School Year | Secondary Teachers | Secondary Change | Elementary Teachers | Elementary Change | Total Change |
|---|---|---|---|---|---|
| 1979-80 | 24,648 | --- | 29,160 | --- | --- |
| 1980-81 | 24,225 | -423 | 28,794 | -366 | -789 |
| 1981-82 | 23,885 | -340 | 28,476 | -318 | -658 |
| 1982-83 | 22,886 | -999 | 27,920 | -556 | -1,555 |
| 1983-84 | 22,875 | -11 | 28,274 | +354 | +343 |
| 1984-85 | 22,625 | -250 | 28,838 | +564 | +314 |
| 1985-86 | 22,771 | +86 | 29,168 | +330 | +416 |

*Source: Department of Public Instruction, Information Series Number 11, 1/86*

Even though there has been a net gain in the total number of teaching positions over the past three years, this gain represents less than 1% of the total number of teachers employed.

### Student Enrollment in Wisconsin Public Schools

There is a cause-and-effect relationship between the number of students enrolled and the number of teachers employed. In Table 2, the elementary teaching positions increased in each of the last three years reported. The student enrollment decline experienced by the public schools in Wisconsin for the last five years (see Table 3) has ended. During the 1985-86 school year the number of pre-Kindergarten through eighth-grade students grew by 4,376.

**TABLE 3**
**Student Enrollment in Wisconsin Public Schools**

| School Year | Grades 9-12 | 9-12 Change | Grades Pre-K-8 | Pre-K-8 Change | Pre-K-12 Change |
|---|---|---|---|---|---|
| 1979-80 | 312,936 | --- | 544,919 | --- | --- |
| 1980-81 | 300,948 | -11,988 | 529,299 | -15,620 | -27,608 |
| 1981-82 | 290,102 | -10,846 | 514,160 | -15,139 | -25,985 |
| 1982-83 | 279,999 | -10,103 | 504,831 | -9,329 | -19,432 |
| 1983-84 | 273,327 | -6,672 | 501,319 | -3,512 | -10,184 |
| 1984-85 | 269,883 | -3,444 | 497,659 | -3,660 | -7,104 |
| 1985-86 | 266,199 | -3,684 | 502,035 | +4,376 | +692 |

*Source: Department of Public Instruction, Information Series Number 11, 1/86*

The increase during the 1985-86 school year represents the first gain in student population in the last six years. The number of students at the secondary level declined in all six of the school years surveyed. This decline at the secondary level is expected to continue only as long as those students who constitute a decreased population at the elementary level progress into the secondary level.

**Resident Population**

The enrollment pattern for the last five years in Wisconsin corresponds to the state population estimates for the years 1980 through 1984 (see Table 4).

**TABLE 4**
**Wisconsin Population Estimates by Age, 1980-84**
**(in thousands)**

| | 1980 | 1981 | Change from 1980 | 1982 | Change from 1981 | 1983 | Change from 1982 | 1984 | Change from 1983 | Total Change, 1980-84 |
|---|---|---|---|---|---|---|---|---|---|---|
| Under 5 Years | 347 | 355 | 8 | 358 | 3 | 359 | 1 | 358 | -1 | 11 |
| 5 to 17 Years | 1,011 | 976 | -35 | 951 | -25 | 929 | -22 | 919 | -10 | -92 |
| 18 to 24 Years | 643 | 64 | 1 | 636 | -8 | 621 | -15 | 603 | -18 | -40 |
| 25 to 44 Years | 1,252 | 1,300 | 48 | 1,336 | 36 | 1,369 | 33 | 1,409 | 40 | 157 |
| 45 to 64 Years | 889 | 881 | -8 | 874 | -7 | 867 | -7 | 865 | -2 | -24 |
| 65 and Over | 564 | 580 | 16 | 591 | 11 | 601 | 10 | 611 | 10 | 47 |
| Totals | 4,706 | 4,736 | 30 | 4,746 | 10 | 4,746 | 0 | 4,735 | 19 | 59 |

*Source: Bureau of the Census, U.S. Dept. of Commerce, Series P-25, No. 970, 6/85*

The decline in student enrollment in the past five years is a direct result of the decline in population in the five through seventeen age group. The net increase in population of the under five year old population during the time frame represented in Table 4 is now being reflected in increased enrollments at the elementary level. This influx of students in the lower elementary grades has created a demand for additional elementary teachers.

**Vacancies**

During the 1984-85 school year, there were 314 more positions than in the previous year (see Table 2), while the remaining teacher vacancies occurred because of incumbent teachers leaving. Altogether, 3,608 teaching positions were available during this school year, representing 7% of the total number of public school teaching positions. Results from a survey conducted by the School Personnel Placement and Analysis Office are reported below:

**TABLE 5**
**Why Teachers Left Teaching, 1984-85**
**(in percents)**

| | |
|---|---|
| Accepted a different position within the same district | 7.4 |
| Accepted a teaching position in Wisconsin | 21.3 |
| Accepted a teaching position in another state | 9.0 |
| Entered a career outside of education | 17.4 |
| Returned to school or other training | 4.0 |
| Terminated as a result of layoffs | 3.2 |
| Retired from teaching | 24.2 |
| Other reasons | 13.5 |

*Source: 1985 Wisconsin Department of Public Instruction survey, "District Employee Departure Tally"*

These results indicate that 28.7% of those teachers who resigned positions in Wisconsin school districts accepted a different position with the same district or accepted a teaching position in another Wisconsin school district. The other 71.3% are no longer teaching in Wisconsin schools. Retirements (24.2%) accounted for the highest percentage of those who left teaching. Vacancies as a result of termination accounted for the smallest percentage of those who left the teaching profession. The number of vacancies in the next five years due to retirement is expected to continue to be the major reason for teachers leaving teaching. The number of teachers currently teaching in Wisconsin who are 62 years old or older is 1,695, and the number that will be 62 within five years is 3,489. These two groups make up approximately 10.9% of the total number of teachers currently employed in the public schools.

**Shortages**

Even though there are no shortages in the number of teachers available to teach, because of the subject-specific certification requirements, districts find it difficult to employ teachers who have licensure to meet all of the requirements of a multiple-subject position. It is not unusual for a district to be unable to hire a science teacher to teach biology, chemistry, and physics; or a social studies

teacher to teach history, social studies, and psychology. In many instances, one teaching position may require three different licenses within a general discipline, such as the examples noted above.

Districts are also experiencing difficulty finding people who have a license in three areas of special education–emotional disturbance, learning disabilities and early childhood education–exceptional educational needs. English as a second language has also been an area in which licensed teachers are in short supply.

The term "teacher shortage" in Wisconsin can best be defined as the inability to find teachers who have licenses to teach multiple-subject areas. These situations comprise the majority of the "shortages" experienced in Wisconsin.

# Supplementary Tables

# Status of Education Graduates, 1982-84

The information in Tables A1 through A4 was provided by Wisconsin college and university career planning and placement offices and education departments. Subject areas were aggregated and reported in three categories: elementary, secondary, and districtwide. Totals for all subject areas are reported in Table A4.

The results of this survey indicate that from 40 to 46% of Wisconsin teacher education graduates were employed as teachers in this state. An additional 12 to 15% leave Wisconsin for teaching positions in other states. The number of graduates who continued to look for education positions after completion of degree programs ranged from 11 to 15% of the total number of graduates during the years reported.

The greatest percentage of graduates employed as teachers in Wisconsin were in the elementary subject areas (from 45 to 51% during the years reported), with the secondary subject areas reporting the lowest percentage (36 to 38%). The total percentage of teachers employed in Wisconsin as teachers for all subject areas was 40, 45, and 46% for the three years reported (see Table A4.) The percent of graduates employed as teachers in other states ranged from 12% in 1982-83 to 15% in 1981-82, with 14% reported for the 1983-84 school year.

## Table A1
## Status of Graduates from
## Wisconsin Elementary Education Programs, 1982-84 *

| Status | 1982 Graduates | | 1983 Graduates | | 1984 Graduates | |
|---|---|---|---|---|---|---|
| | Number | Percent of Total ** | Number | Percent of Total ** | Number | Percent of Total ** |
| Employed as a teacher in Wisconsin | 552 | 45 | 554 | 50 | 630 | 51 |
| Employed as a teacher out of state | 170 | 14 | 142 | 13 | 178 | 14 |
| Seeking employment as a teacher | 196 | 16 | 146 | 13 | 152 | 12 |
| Returned to school or other training | 30 | 2 | 40 | 4 | 26 | 2 |
| Employed in a career outside of education | 159 | 13 | 134 | 12 | 117 | 10 |
| Seeking a career outside of teaching | 18 | 1 | 1 | 0 | 4 | 0 |
| No information available | 110 | 9 | 100 | 9 | 122 | 10 |

* *Elementary totals include early childhood, Kindergarten, and grades 1 through 8.*

** *Rounded to nearest whole number; totals may not equal 100% because of rounding.*

*Source: 1985 Wisconsin Department of Public Instruction survey, "College and University Recent Graduate Personnel Supply Data"*

## Table A2
## Status of Graduates from Wisconsin Secondary Education Programs, 1982-84 *

| Status | 1982 Graduates Number | 1982 Graduates Percent of Total ** | 1983 Graduates Number | 1983 Graduates Percent of Total ** | 1984 Graduates Number | 1984 Graduates Percent of Total ** |
|---|---|---|---|---|---|---|
| Employed as a teacher in Wisconsin | 550 | 36 | 416 | 37 | 436 | 38 |
| Employed as a teacher out of state | 220 | 16 | 125 | 11 | 165 | 14 |
| Seeking employment as a teacher | 194 | 14 | 172 | 15 | 135 | 12 |
| Returned to school or other training | 56 | 4 | 58 | 5 | 78 | 7 |
| Employed in a career outside of education | 228 | 16 | 219 | 19 | 220 | 18 |
| Seeking a career outside of teaching | 7 | 0 | 5 | 0 | 3 | 0 |
| No information available | 169 | 12 | 129 | 11 | 120 | 10 |

* *Secondary totals include business education, communication arts, driver education, English, home economics, industrial technology mathematics, science, modern languages, social studies, and health.*

** *Rounded to nearest whole number; totals may not equal 100% because of rounding.*

*Source: 1985 Wisconsin Department of Public Instruction survey, "College and University Recent Graduate Personnel Supply Data"*

## Table A3
## Status of Graduates from Districtwide Education Programs, 1982-84 *

| Status | 1982 Graduates Number | 1982 Graduates Percent of Total ** | 1983 Graduates Number | 1983 Graduates Percent of Total ** | 1984 Graduates Number | 1984 Graduates Percent of Total ** |
|---|---|---|---|---|---|---|
| Employed as a teacher in Wisconsin | 707 | 39 | 797 | 47 | 710 | 48 |
| Employed as a teacher out of state | 270 | 15 | 197 | 12 | 194 | 13 |
| Seeking employment as a teacher | 279 | 15 | 196 | 12 | 147 | 10 |
| Returned to school or other training | 149 | 8 | 131 | 8 | 161 | 11 |
| Employed in a career outside of education | 187 | 10 | 190 | 11 | 153 | 10 |
| Seeking a career outside of teaching | 11 | 0 | 3 | 0 | 8 | 0 |
| No information available | 210 | 10 | 188 | 11 | 112 | 8 |

* *Districtwide assignments include physical education, bilingual education, guidance and counseling, library-media, music, school psychology, reading, social work, art mental retardation, emotional disability, hearing disability, physically handicapped, learning disability, gifted and talented, speech and language, and school administration.*

** *Rounded to nearest whole number; totals may not equal 100% because of rounding.*

*Source: 1985 Wisconsin Department of Public Instruction survey, "College and University Recent Graduate Personnel Supply Data"*

## Table A4
## Status of Graduates from All Wisconsin Education Programs, 1982-84

| Status | 1982 Graduates Number | 1982 Graduates Percent of Total * | 1983 Graduates Number | 1983 Graduates Percent of Total * | 1984 Graduates Number | 1984 Graduates Percent of Total * |
|---|---|---|---|---|---|---|
| Employed as a teacher in Wisconsin | 1,759 | 40 | 1,767 | 45 | 1,776 | 46 |
| Employed as a teacher out of state | 660 | 15 | 464 | 12 | 537 | 14 |
| Seeking employment as a teacher | 669 | 15 | 514 | 13 | 434 | 11 |
| Returned to school or other training | 235 | 5 | 229 | 6 | 265 | 7 |
| Employed in a career outside of education | 574 | 13 | 543 | 14 | 472 | 13 |
| Seeking a career outside of teaching | 36 | 1 | 9 | 0 | 15 | 0 |
| No information available | 489 | 11 | 417 | 10 | 354 | 9 |

**Rounded to nearest whole number; totals may not equal 100% because of rounding.*

*Source: 1985 Wisconsin Department of Public Instruction survey, "College and University Recent Graduate Personnel Supply Data"*

# Age Data of Wisconsin Teachers by Gender and Subject Area, 1986

Tables B1 through B3 document the distribution of teacher ages by gender and subject area. The average age of male and female teachers across the three categories reported varies by less than two years. Those teachers that are at or above age 62 comprise less than 3% of elementary teachers and less than 2% of secondary and districtwide teachers.

Even though the average and most frequently occurring ages for both male and female teachers are very similar, the percentage of teachers who are under age 30 varies by gender in their respective categories. Male elementary teachers under age 30 make up 7.6% of the total male teaching population, compared to female elementary teachers under 30 years of age who constitute 11.4% of all female teachers. The same pattern is observed at the secondary level where male teachers under age 30 are 6.7% of the male teaching population while females under age 30 make up 11% of all female teachers. Districtwide male teachers under 30 were 6.3% of the total male teaching population, while female teachers under 30 were 13.5% of the total number of female teachers in the districtwide group.

## Table B1
## Age Data of
## Wisconsin Teachers, 1986

| | Most Frequently Occurring Age | Average Age | Age 62 and Over | | Ages 55-62 | | Under Age 30 | |
|---|---|---|---|---|---|---|---|---|
| | | | Number | Percent of Total | Number | Percent of Total | Number | Percent of Total |
| Elementary teachers [a] | 40 | 41.8 | 564 | 2.7 | 2,144 | 10.3 | 2,183 | 10.5 |
| Secondary teachers [b] | 39 | 42.1 | 282 | 1.9 | 1,448 | 10.0 | 1,250 | 8.4 |
| Districtwide teachers [c] | 35 | 40.6 | 256 | 1.9 | 1,211 | 8.9 | 1,489 | 11.0 |

[a] *Elementary teachers include early childhood, Kindergarten, and grades 1 through 8.*

[b] *Secondary teachers include business, communication arts, driver education, English, home economics, industrial technology, mathematics, science, foreign languages, social studies, and health.*

[c] *Districtwide teachers include physical education, bilingual education, guidance and counseling, library-media, music, school psychology, reading, social work, art, mental retardation, emotional disability, hearing disability, physically handicapped, learning disability, gifted and talented, and speech and language.*

*Source: Wisconsin Department of Public Instruction, Bureau for Teacher Education, Certification and Placement certification records, 4/22/86.*

## Table B2
## Age Data of
## Wisconsin Female Teachers, 1986

| | Most Frequently Occurring Age | Average Age | Age 62 and Over | | Ages 55-62 | | Under Age 30 | |
|---|---|---|---|---|---|---|---|---|
| | | | Number | Percent of Total | Number | Percent of Total | Number | Percent of Total |
| Elementary teachers [a] | 40 | 42.0 | 536 | 3.4 | 1,763 | 11.2 | 1,791 | 11.4 |
| Secondary teachers [b] | 39 | 43.0 | 123 | 2.0 | 490 | 9.0 | 627 | 11.0 |
| Districtwide teachers [c] | 35 | 39.6 | 162 | 1.8 | 703 | 7.9 | 1,192 | 13.5 |

[a] *Elementary teachers include early childhood, Kindergarten, and grades 1 through 8.*

[b] *Secondary teachers include business, communication arts, driver education, English, home economics, industrial technology, mathematics, science, foreign languages, social studies, and health.*

[c] *Districtwide teachers include physical education, bilingual education, guidance and counseling, library-media, music, school psychology, reading, social work, art, mental retardation, emotional disability, hearing disability, physically handicapped, learning disability, gifted and talented, and speech and language.*

*Source: Wisconsin Department of Public Instruction, Bureau for Teacher Education, Certification and Placement certification records, 4/22/86.*

## Table B3
## Age Data of
## Wisconsin Male Teachers, 1986

| | Most Frequently Occurring Age | Average Age | Age 62 and Over | | Ages 55-62 | | Under Age 30 | |
|---|---|---|---|---|---|---|---|---|
| | | | Number | Percent of Total | Number | Percent of Total | Number | Percent of Total |
| Elementary teachers [a] | 40 | 41.2 | 69 | 1.3 | 381 | 7.4 | 392 | 7.64 |
| Secondary teachers [b] | 40 | 40.9 | 159 | 1.7 | 958 | 10.3 | 623 | 6.7 |
| Districtwide teachers [c] | 37 | 42.5 | 94 | 1.9 | 508 | 10.7 | 297 | 6.3 |

[a] *Elementary teachers include early childhood, Kindergarten, and grades 1 through 8.*

[b] *Secondary teachers include business, communication arts, driver education, English, home economics, industrial technology, mathematics, science, foreign languages, social studies, and health.*

[c] *Districtwide teachers include physical education, bilingual education, guidance and counseling, library-media, music, school psychology, reading, social work, art, mental retardation, emotional disability, hearing disability, physically handicapped, learning disability, gifted and talented, and speech and language.*

*Source: Wisconsin Department of Public Instruction, Bureau for Teacher Education, Certification and Placement certification records, 4/22/86.*